

Report of the Trustees and
Unaudited Financial Statements
for the Year Ended 31st March 2022
for
Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Hentons
Chartered Accountants
Stag House
Old London Road
Hertford
Hertfordshire
SG13 7LA

Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

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for the Year Ended 31st March 2022

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Voice of Youth and Genuine Empowerment
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Chairs Foreward
for the Year Ended 31st March 2022

I am pleased to introduce Voyage's 2021/22 Annual Report in what appears to be our biggest and second year of real growth in 2021 and 2022. I am proud our team has been able to make excellent use of charities resources switching direction from running a new course to spending more time testing elements, supporting our amazing pool of graduates and connecting them to elevated opportunities that help them rise as leaders.

Its humbling to see our extensive range of high level partners engaging in discussions to uprate their support and push beyond their own organisational boundaries to do so. Seeing their involvement move from one off project work or donations to a more sustained programme of financial and pro bono support has instilled greater confidence in Voyage's plans for expanding services. The effect of this is inspiring renewed confidence to create additional courses/ workshops as well as expand and strengthen our delivery team, undertake commercial work for a fee and adopt a new constitutional framework. Voyage would simply not be here without this support.

Finally, I wish to extend my warmest wishes to our small but hugely impactful delivery team and our connected youth advisory Board. Its great to see how the involvement of young people create new opportunities for growth and I look forward to cementing this into Voyages strategic plans and operations and sharing this with our partners.

CEO Note

I am pleased to report on our finances for the financial year April 2021 to March 2022 and share the good news about our progress in these strange and uncertain times. In the previous year we were unsure about survival after the pandemic, so it gives me great joy to report a 12% increase in the charity's activities, income, and reserves on the previous year. Regardless of these increases I remain uncertain about growth in these times as I try to understand our second year as either another flash in the pan or the start of a real upward trend. Whilst I will maintain a watchful eye it is clear Voyage is growing and it is important we take more committed steps to progress Voyage towards a national charity.

This year has been exciting yet different for a number of reasons firstly the increase in funds generated in 2020/21 were carried over into the new year 2021/ 22 allowing Voyage to increase its support to our graduates, introduce new roles in the staff team, increase our reserves and invest in digital systems to assist plans for online course delivery and expansion. These additions have been combined with increased investment supporting our Youth Advisory Board in its second year as well as growing our pool of lived experienced tutors and mentors.

The additional funds were also used to establish a powerful mentoring programme involving over 40 corporate companies and complete the developmental work creating UKs first accredited Youth Leadership Qualification - Youth Leaders for Sustainable Cities. I am proud to announce our course was shaped in close collaboration with over 42 climate, conservation and environmental partners working with a dedicated team of Voyage graduates over a 12-month period. This ensured our course was not only relevant and up to date but reflected the importance diversity, climate justice and the inclusion of narratives from a global perspective.

If things could not get any better Voyage was fortunate to triple its commissioning income from national, regional charities, colleges, and local authorities in the 2021/22 period. These incomes are inspiring a long-term look into how Voyage can generate regular incomes through a new business structure involving our young people. This can help to establish a number of new jobs and opportunities providing a 4th year development programme for graduates. Especially graduates wanting to take a gap year or those wanting to stay working with Voyage before they migrate into university or the world of work. I believe this has the potential to transform and accelerate employability trajectories of our graduates, secure access, and new employment pathways to underrepresented industries encouraging, our young people return to Voyage as mature adults.

I look forward to another fortuitous year progressing the charity towards a greener and more sustainable organisation in 2023.

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Report of the Trustees
for the Year Ended 31st March 2022

The Trustees present their report along with the financial statements of the Charity for the year ended 31st March 2022.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice (Second edition) and Financial Reporting Standard FRS 102.

ACHIEVEMENTS AND PERFORMANCE

Summary of impact

Each year Voyage reviews its impact across the projects and programme it delivers.

In 2021/ 22 Voyage engaged a total of 1736 young people of which 766 were young men and 970 were young women. 33% identified as Muslim. We can provide a breakdown of activities across all the programmes delivered.

Project	Numbers	Male	Female
Kickstart	85	32	53
BM4C	12	12	-
MIND Surveys	200	90	110
MIND RTs - NCC 12/04/21	33	12	21
Barnet Horizons Plus	8	5	3
NCC Lived Ex - Consulted	850	382	468
NCC Lived Ex - RTs	188	85	103
Summer Prog - 26-31/07/21	35	10	25
Grantham Art Award 9/09/21	10	3	7
Voyage Corporate Mentoring	40	12	28
NCC Mentoring - Individuals	34	23	11
NCC Mentoring - Groups	98	57	41
BHM - 15 & 22/10/21	52	18	34
Impact Day - 13/05/21	15	1	14
Impact Day - 15/05/21	18	5	13
Youth Consultation Day 12/04/21	40	13	27
YAB/YIN	18	6	12
Totals	1736	766	970

In our exit poll surveys our beneficiaries have told us

- 100% of graduates enrolled in university and accepted offers
- 100% of young leaders record significantly higher aspirations for themselves
- 100% of young leaders would recommend Voyage to their friends and peers
- 80% of young leaders recorded significantly raised attainment levels at school or college
- 70% of young leaders have elevated voices and have participated in community events and structures
- 70% of young leaders recorded an improved attitude towards the Police
- 12% of graduates joined Voyage professional mentoring scheme
- 10% of graduates took part in unique work experience opportunities

More specifically Voyage can report all Voyage graduates completing year 13 at 6th form and college have successfully transitioned into university and we have recruited 15 new young people joined our Youth Advisory Board and another 12 new young people joined our Youth Investigator Network.

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Report of the Trustees
for the Year Ended 31st March 2022

Funds

2021/22 was a great year for Voyage, despite not running our core leadership courses due to the pandemic ruling out direct involvement with schools. Voyage was able to focus the majority of its core support to graduates and in particular test a number of engagement approaches with them. Voyage was able to bring to bear its newly formed relations with City of London based firms through the introduction of mentoring, employability workshops and paid work experience opportunities.

Our key programmes and projects for 2021/22 are as follows:

National Charity Mind - Enquiry into mental health

Voyage was commissioned by MIND to support their enquiry into the effects of the COVID19 pandemic on the mental health of young people. Voyage was tasked with significantly raising the number of black and BAME contributions to its online survey which was achieved through an effective social media campaign. In addition to this Voyage developed two highly structured round tables involving young people to explore the qualitative effects in more detail. Voyage contributed to the report that was presented to government to campaign for more focused mental health support to become accessible to young people in schools, community organisations as well through a campaign to create more mental health advocates who can offer non-judgemental support to peers. See a summary of the report [here](#).

Race for Nature Kickstart

In partnership with Generation success, Students Organising for Sustainability (SOS) and Action for conservation Voyage was engaged to provide structured mentoring support for 125 Kickstart employees. The 125 Kickstart Mentees were new recruits to over 30 nationally based environmental and nature-based charities and companies. Our mission was to support mentees whilst in work and encourage them to stay employed in the sector after the first six months. 54% of the young people employed as Kickstarters were retained by the sector either with their host organisation or through another opportunity in another sector related company. These young people continue to flourish as diverse sector leaders and we envisage some of the participants will influence how the sector looks and feels in the future. Read more about our impact [here](#).

Lived Experience Project (LEP)

The LEP was commissioned by New City College to explore how young people feel supported, understood, and valued by the College across all of its campuses in East London. The outcomes of this project were designed to create a representative group of young people forming a long-term participatory structure to ensure young people can influence key policies and strategies of the New City College network. The programme involved three stages of engagement for students resulting in a number of recruitment, inclusion and diversity strategies being formed. This work is now transforming how the college continues to involve its students in policy formulation and improving the college experience for its users.

Young Leaders for Sustainable Cities (YLFSC)

Voyage commissioned Wendy Maple and Margo Tulkens to produce Voyage's second leadership course in environmental sustainability. The course was developed and led by Voyage graduates supported by a national network of environmental charities, trusts and foundations and private companies. The course was developed after graduates produced their own research into the sectors lack of diversity. The report was used to create critical two-way dialogue with environmental sector partners leading to the courses final production and embedding their participation. Voyage is proud of this achievement and will use this approach to create a new leadership course in 2024 called Young Leaders for Smart Cities. All courses will involve sector partners as part of Voyage engagement methodology ensuring sector led contributions influence its teaching modules, workshops, visits to places of interest and work experience opportunities.

Voyage Online, Summer and Half Term schemes

Due to the spectre of COVID19 and ongoing fears about its spread Voyage was unable to recruit new young people for its youth leadership programmes in 2020/21. As a result, Voyage chose to develop its new course, workshops and focus on tutor development and at the same time offer a supportive and structured programme for our graduate young people. Voyage was able to use its online mediums to keep young people connected and use these sessions to prepare young people for its half term and summer schemes. The summer programme was a great chance to begin to explore involvement and participation with our new colleagues from the environmental sector and provide lots of media opportunities to present our work to both regional and national audiences.

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PR and media training for Voyage

Voyage was contacted by an award-winning national journalist from Channel 4 who offered financial support to assist Voyage's PR, communications, and media positioning. Funds were used to appoint Bridgid Nzekwu to structure media training for the CEO and a team of graduate young leaders. The impact of this training boosted the number of times Voyage would be invited to speak to the media on issues affecting young people particularly in relation the unequal effects of the pandemic, impact on black unemployment, policing, the Killing of George Floyd and more profoundly why Voyage is developing a new course to create diverse sustainability young leaders.

Voyage Impact Days hosted by Shoal

Voyage has developed a unique relationship with an amazing team of professional artists, directors, producers, photographers, set designers and fashion writers and helped them to establish an arts collective called Shoal. Shoal is Voyage's impact partner shaping and producing amazing content for social media, its website and other promotional material. Voyage impact days have been hosted by one of our work experience partner's Seen Displays and in the open spaces of Epping Forest producing an amazing array of visual content, testimonial videos and narratives used to promote the charity. Impact days will become an extension of Voyage's group-based activities with young people and be planned at key points in the year to capture the developmental journeys of its beneficiaries.

Professional Mentoring

2020/21 was a fantastic year for the development and delivery of a number of mentoring schemes ran and managed by Voyage. Whilst the Kickstart project was externalised Voyages in-house programme helped connect and solidify long-term working relations with corporate companies, committed professionals and our pool of graduates. Voyage was able to tap its graduates and connect them to over 40 professionals who acted as transition and motivational mentors for up to 12 months. Voyage was able to continue to support the young people and prepare them for work experience with a handful of professionals that signed up as mentors. Professional mentors helped Voyage test retention and progression pathways for our young people which lead to the adoption of an Employability Framework. This framework now guides when, how and what Voyage does to support young people before joining formal work experience programmes. This is shared with partners and helps to build an early understanding about how mentoring connects with work experience.

Mentoring - New City College Student Support Project

Due to the devastating impact covid19 has had on the New City College student intake Voyage was commissioned to develop, design, and deliver a structured mentoring programme. The Student Support Project engaged over 130 over 16-year-old students through a mix of one to one and group therapy sessions. The impact resulted in 81% of participants being retained in the college to complete their studies whilst 69% of our hard-to-reach student recorded no on-going disciplinary issues. The project was an amazing learning experience for Voyage and encouraged Voyage to appoint the Centre for Youth Impact to develop a theory of change for all our mentoring schemes. The involvement with the Centre for Youth Impact has inspired a commercial approach to offering mentoring services to Higher Education colleges, Pupil Referral Units and Virtual Schools.

Youth Advisory Board (YAB) and Youth Investigator Network (YIN)

The Youth Advisory Board entered its second year in 2021 and has successfully transitioned 2020 members to a new intake in September 2021. The transition was smooth as it was supported by an induction and shadowing programme for inductions in the summer months. The YAB prioritised the much-needed work developing the new leadership course working alongside environmental partners and producing research exploring the lack of diversity in the environmental sector. The YAB had additional capacity in that year which saw the development of a new and more responsive group called the Youth Investigator Network (YIN). Voyage's YIN was set up to be externally focused and participated in the design and delivery of Voyages campaigning work alongside its work with charitable and commercial partners. This led to young people undertaking ground-breaking work such as:

- Inclusion and diversity advisors to a number of City of London employers
- Outreach and recruitment leads for Voyage
- Community researchers and Youth consultants
- Impact and round table hosts
- Social media and content developers

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Voyage Partnerships

Voyage started 2021/22 with an amazing array of committed partners supporting Voyage through a number of new initiatives such as Voyage's Impact Day partners Shoal, new mentoring projects and work experience opportunities with City of London firms. All of which have been developed through closer conversations with corporate partners. These relationships are evolving, leading to:

- Elevated work experience programmes - now being embedded into Voyage's annual programme cycle between June and September 2021
- Structured organisational support - Pro bono support to develop Voyage's new constitution and terms of reference, a new business plan and related marketing and communication support
- Regularised and structured contributions to Voyage projects, programmes, workshops, and courses. infusing Voyage course's, workshops, summer schemes and its follow up graduate programme.
- Invitations to join roundtables, working groups and business forums exploring ways to lever additional investment building on seeds funds.

Partners will be continuously supported and engaged to review how it can build on the participation to ensure Voyage is able to lock in these benefits to beneficiaries more sustainably

Staff Recruitment

2021/22 saw the introduction of a number of new roles within Voyage's staff and its Youth Advisory Board. The additional staff posts and graduate leaders boosted Voyage's organisational capacity supporting expanded activities left in the wake of COVID19 and the end of lock down.

Voyage has chosen to move away from its previously developed Head of Programmes (HoP) as a senior role and has replaced this with a new post called Voyage's Programme Developmental Manager (PDM). The PDM post will operate at the same level as the previous leadership role HoP but instead focus on the development of Voyages third and final course called Smart Cities. The change in emphasis is due to Voyage gaining valuable experience already producing its new Sustainable Cities course shifting the focus on programme management. In addition to this the PDM will support progression strategies, whilst nurturing and taping the support from the Youth Advisory Board and the Youth Investigator Network.

Some of the amazing work undertaken in this period serves to position Voyage as a unique charity through its:

- Production and validation its new course Young Leaders for Sustainable Cities
- Pilot testing key components of the new course and learning about what works and with who and how
- Structuring an in-house youth leadership scheme testing retention through workshops, discussions, and visits to places of interest.
- Delivered and embedded 3 new mentoring programmes - New City College, Kick start and Voyage professional mentoring

Formalising the Participation of Young People

Due to the significant increase of activities delivered by Voyage its Youth Advisory Board (YAB) and its Youth Investigator Network (YIN) are more involved and linked to most initiatives Voyage runs. As a result, and the fast pace of work, Voyage must now put in place effective measures to protect, preserve, and sustain this work through formalising its arrangements with its young people. These formalities are also linked to a growing concern as the young people move on (completing their terms of office) Voyage can struggle with continuity whilst ensuring new recruits understand their official roles and responsibilities as graduate members. To limit any potential impact Voyage must develop a more formal agreement with its young people through the adoption of a Youth Charter. The Charter will serve as a memorandum of understanding setting out

- Key roles and responsibilities
- Key projects information
- Safeguarding and risk policy documentation

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Formalising the Participation of Young People -continued

- Remuneration and payment
- Complaints procedure
- Ways of working

The charter will be developed in close collaboration with the YAB and its Trustees be ready for sign off and adoption in time for the summer of 2023.

FINANCIAL REVIEW

Financial position

As disclosed in the financial statements on page 16 , a net movement in funds for the financial year resulted in an overall surplus of £89,071 (2021 surplus £134,295) which will be utilised in carrying out Voyage's charitable activities.

RESERVES POLICY

The Trustees recognise that they have an overriding duty to act and in the best interest of the charity as per our overall reserves policy, and that this extends to making sensible provision for the future in the form of retaining an appropriate level of reserves. The Board has examined the requirement for free reserves i.e. those unrestricted funds not invested in tangible fixed assets or otherwise committed. Reserve policy is in place whereby the unrestricted funds not committed should be held in reserve and maintained at a level which ensures that VOYAGE's core activity can continue during a period of unforeseen difficulty. This represents at least three months' (13 weeks) expenditure of about £36,000. This will be reviewed annually.

STRUCTURE, GOVERNANCE AND MANAGEMENT

The Charities Background

Voyage represents the journey we wish to create for our young people and at the same time stands for **Voice of Youth and Genuine Empowerment**. The name reflects Voyages commitment to empowerment, youth advocacy and community leadership. Voyage wants young people to have a stake and say in the wider community and empower its beneficiaries with a greater understanding of community safety, criminal justice, environmental and sustainable agendas.

Governing Document

Voyage was set up in 1998 by the Metropolitan Black Police Association (BPACT) to address issues of racial disproportionality following the MacPherson report. Since 1998 Voyage was known as the BPACT and most of its trustees were serving Metropolitan Police Officers of African and Caribbean descent. As Voyage moved away from the name BPACT in 2015 the CEO chose to rebrand the charity as Voyage. Since then, Voyage has become a well-known and distinctive brand offering empowering leadership programmes and projects to young people between 14 - 21 years of age.

Since Voyage's new trading name was adopted its governing documentation still reflects its alignment to its previous structure BPACT. This must change to better align plans for expansion and uprated involvement of young people in its governance and decision making functions. This technical work is now in the hands of Voyage's pro bono partner Slaughter and May who are carrying out the important due diligence and checks to facilitate a transfer from its original name to Voyage. The final governing documents will be ready in April 2023.

Board Development Support

To support the adoption of a new charitable framework Voyage has chosen to strengthen its board of Trustees through the appointment of a Board Development Consultant. The appointed company will start at the end of 2022 to ensure this work supports the adoption of its new constitutional framework and progress the soft relaunching of Voyage by April 2023.

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STRUCTURE, GOVERNANCE AND MANAGEMENT -continued

Specific areas explored in the proposed review are to:

- review current configuration of the Board, roles & responsibilities
- review Trustees interest & capacity to support Voyage post transition
- explore size, make-up, experience, and skills available on the Board & resources within the Executive to support the charity to meet its future aspirations
- review the culture of the Board, frameworks, structures, outputs & potential improvements to Board working
- strengthen the connection and continuity of the Youth Advisory Board (YAB)

The search for an external consultant has already began and Voyage is seeking to secure Board Development Funds from its trust and foundation partners.

Recruitment and Appointment of Management Board

Voyage will continue to ensure relevant professionals, lay people and young people are eligible to serve as Trustee Board members or to nominate others. The maximum number of Trustee Board (the Board) is being reviewed and will comprise a mix of skilled advocates from education, political, legal, financial, criminal justice, community safety and youth engagement backgrounds. Voyage has five trustees currently serving on its board and have been appointed over the years to support Voyages vision and expand its services. Voyage Trustees include two beneficiaries that have been recipients of Voyage's educational support as young people.

The Board of Trustees will aim to meet six to eight times a year with a view to forming supportive forums and ad hoc working groups to explore wider solutions to organisational challenges and strategic planning issues.

Trustee Induction and Training

Most Trustees are familiar with the work of the organisation since the board is selected from professionals and young professionals with significant levels of involvement in the organisation or have been recipients of its programmes or services.

An induction pack is now in place including various Charity Commission publications, published accounts, financial protocols, staff structure, risk assessment documents, the current strategic plan, working budget and the Memorandum and Articles. This is supported by an online repository (resources, information, policy, and strategies) accessible on Voyage's recently adopted digital delivery system called Moodle. The Chair of the Trustee Board and Chief Executive meet with new Trustees to discuss the obligations of Trustee Board members.

This meeting covers:

- The main documents which set out the strategic/operational framework of the Charity including the Memorandum and Articles
- Resources and the current financial position as set out in the latest published accounts and management reports
- Business plans, marketing information and social media links
- Safeguarding and risk management
- An overview of the work of the organisation and staff team.

Trustee training and development takes place according to need, in response to changes in the external environment and in response to individual requests. A dedicated budget is allocated for this purpose.

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REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number
1068108

Principle address
New City College
Shoreditch Campus
Falkirk Street
London
N1 6QH

Trustees	
Nick Marshall	- appointed 23rd July 2021
Katrina Morris	
S Awak - Essien	- resigned 15th May 2021
Kosi Okolo	
A R O'Flaherty	- resigned 10th January 2022
R Nix	- resigned 15th October 2022
Donata Miller	- appointed 30th July 2021
Olga Matthews	- resigned 28th February 2022
Kanar Muhammad	

Patrons
Dr Leroy Logan MBE
Neville Lawrence OBE
Lee John

Independent examiner
Ralph Sears, FCCA
Hentons
Chartered Accountants
Stag House
Old London Road Hertford
Hertfordshire
SG13 7LA

Chief Executive Officer
Mr P Anderson, MBE and
National Advisory Climate
Engagement Member

Charity's website address
<https://voyageyouth.com>

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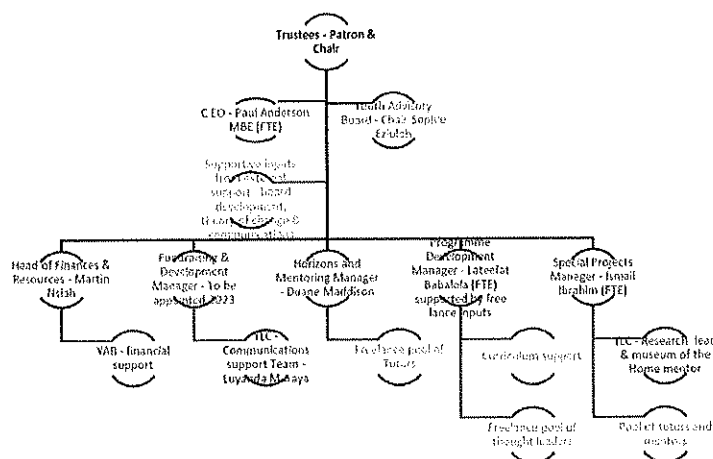
Delivery and team structure

Voyage has 3 full time and 5 part time staff supporting key ancillary functions of the charity. Voyage is supported by an expanded freelance team of lived experienced tutors, mentors and youth workers who are trained to deliver Voyage customised Leadership Training in both community safety and sustainability. Tutors regular take part in training to update themselves on new policies, changes in legislation and safeguarding and can work with large and small groups. Our tutors are trained to deliver programme using reflective approach based on cognitive behavioural approaches.

Included in the team structure Voyage appoints young people from its graduate pool to act as additional support to our administration, communications, outreach and youth work delivery. Appointing graduates in these positions acts as in housework experience programme where those interested in community work (health, social and education) develop unique experiences and insights helping to strengthen their employability and competitiveness.

Below is Voyage's current team structure:

- Purples indicates staff in post
- Green indicates to be appointed
- Orange indicates freelance and external roles



Staff Recruitment and Remuneration

Voyage is committed to encouraging diversity and promoting equal opportunities to provide a working environment that is inclusive, free from discrimination and where everyone is treated fairly and with respect. We have a fully inclusive recruitment process which guarantees an interview for all applicants who declare themselves disabled and who meet the minimum criteria. We offer flexible working where appropriate to meet staff needs and support environmental initiatives such as the "Bike to work scheme".

Voyage follows the NJC salary scales for administration and project staff and is now London Living Wage employer. Key management personnel salaries are set by Trustees on appointment according to skills and experience. The Board reviews all salaries on an annual basis and managers also review during staff annual appraisals.

Our Trustees, staff and volunteers are important to our programme because they have had similar experiences to our beneficiaries and most if not, all are from similar social, economic, and demographic backgrounds.

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Risk Management

The Board is responsible for the management of risks faced by the charity. Detailed consideration of risk and mitigating action are delegated to senior management staff. Risks are identified, assessed and controls established throughout the year. A formal review of the charity's risk management processes is undertaken on an annual basis and individual risks are reviewed at each Trustee Board meeting on a rolling cycle.

The key controls used by the charity to mitigate risks include:

- Strategic planning, budgeting, and management accounting
- Established organisational and governance structure and lines of reporting, with declarations and register of interests for Trustees and senior staff.
- Undertaking further training to build awareness
- consulting its Youth Advisory Board (YAB)

Additional functions include

- Formal written policies, which are reviewed as and when required or annually
- Hierarchical authorisation and approval levels
- Regular assessments of risk at board meetings including key business risks
- Annual consideration of the level of reserves and the reserves and investment policy
- Formal agenda for Board activity and detailed minutes of decisions
- Safeguarding and ensuring compliance stays at the forefront of operational planning

Detailed terms of reference for all sub-committees and the involvement of Trustees in all formal or time limited working groups will be shared through the induction pack.

Through the risk management processes established for the charity, the Trustees are satisfied that the major risks identified have been adequately mitigated where necessary. It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed. Voyage also uses Trustee indemnity insurance.

OBJECTIVES AND ACTIVITIES

Our Vision

Voyage believes in creating a society where children and young people from black and minority communities are valued, protected, and listened to, their families are supported and communities in which they live are properly resourced. Voyage is therefore remains committed to working alongside partners in the voluntary, community and statutory sector and others who share and support this vision. The voluntary sector has a vital role to play in achieving this vision both in the delivery of child and youth centred services and in the advocacy and campaign work required to highlight need, challenge discrimination, and change public perceptions.

Our Mission

Voyage maintains three pillars on which it continues to **Empower** marginalised young people from black and minoritised communities and provide them with the self-awareness and motivation to **Transform** themselves and their communities. Voyage overriding aim will enable them to **Sustain** successful partnerships and meaningful relationships as they journey towards independent and professional life.

In 2021 Voyage appointed its pro bono legal team from Slaughter and May to commence work developing Voyage's new constitutional framework and terms of reference. This work is almost complete and will result in Voyage adopting Charitable Incorporated Company (CIO) status. This will create a clearer separation between its income from trusts and foundations from that of commercial services for a fee. This work will also enshrine the specific ways in which it will include the voices of its Youth Advisory Board into this revised and much updated governance framework.

Voyage's mission, vision and objectives will also be reviewed and updated to reflect specific changes resulting from legal work and board development work taking place in parallel.

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Our Mission -continued

The activities for each financial year are detailed in the separate reports, which follow, and broadly comprise:

- Acting as a voice for the children, young people and families voluntary sector, promoting the sector's interest and ensuring its views are heard in national, regional, and local decision-making structures which have a bearing on work with children and families
- The provision of advice, briefings and information to trustees, regional groups, government departments, statutory and non-statutory organisations, professional bodies, the media, and the public,
- The organisation of seminars, workshops and round tables, consultation meetings, and expert working groups on issues of concern to the sector, frequently in partnership.
- Preparing, publishing, and distributing material on matters relating to black and minority children, young people and their families, and voluntary sector concerns.

In providing these services and undertaking the activities described, Voyage is providing public benefit in line with its primary charitable purposes. When planning activities for the year ahead, the organisation has considered the Charity Commission guidance on public benefit. Voyage also ensures that its young people, their families and schools, and our partner organisations help to shape the ways its work is carried out. Voyage remains passionately committed to actively consulting its beneficiaries before, during and after their engagement using survey tools, interviews, and informal interactions (talking heads and un-conferencing). This work is complemented by its impact days with its creative partner Shoal.

The spectre of COVID-19 and Pandemics

Voyage remains uncertain about COVID-19 and its possible return and chooses to maintain organisational protocols, policies and occasionally draw on and use online engagement tools until the spectre of COVID-9 is totally removed. Until such time Voyage will continue to offer a mix of online and face to face engagement to minimize potential threats to its staff and young people.

Pandemics positive impact

The pandemic also provided new opportunities for Voyage to develop its new course and carry out test for a number of engagement approaches with smaller groups of young people at its base in New City College. Voyage was also able to collaborate with Hackney Council to deliver a structured 10-week pilot programme involving sustainability partners to understand impact and engagement outcomes in different settings and with different age groups. This was hugely successful, and the lessons now feed into Voyage's delayed plans to run its new course in April 2023.

Voyage took time to deepen relations with a number of key investment partners and work with them to explore longer term investment strategies and direct support for its young people. Voyage remains excited about how this is progressing generating the much-needed confidence to progress Voyage towards a larger size charity. Other significant impacts include:

- undertaking on more commissioning work which helped to provide new income streams and pay its young people London Living wage for their time
- Introducing 3 mentoring projects focusing on different age groups of young people.
- Embedding its Youth advisory Board and expand its services to include a Youth Investigator Network

Other areas of delivery for 2021/22

Voyage has been able to expand its work with some of its more pronounced partners such as the Museum of the Home, British Museum, Slaughter and May, Gallagher, Greenpeace, Synchronicity Earth, Mintel, Globant, Rothschilds and Goldman Sachs and more recently Frog (Capgemini) and Moelis. These partners are committed to working with Voyage to support progression of our graduates, supply professionals for engagement programmes and supporting organisational expansion. Some of the more nuanced contributions are as follows:

- Constitutional and governance documentation
- Strategies to aid longer term financing
- Business planning and communication strategies
- Embedding long term work experience opportunities

Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Report of the Trustees
for the Year Ended 31st March 2022

Other areas of delivery for 2021/22 -continued

Voyage is also excited about the possibilities of its partners helping to explore expansion of its delivery spaces and places it uses to engage the young people it works with. This will help connect young people to the City of London as well as create a stronger connection with our growing network of diverse sector partners assisting expansion agendas helping to:

- identify spaces in the city of London to deliver services to young people
- connect high net worth professionals who may wish to support Voyage
- broker relationships with corporate firms to boost employability for graduates
- reduce overheads costs creating a more cost efficient charity

Expanding local bases in the City of London can help create the much needed separation of work across different age groups and at the same time explore the centralisation of larger scale celebratory/ fundraising events, graduations and course delivery. We aim to explore these possibilities in the new financial year.

Voyage is excited about impact of its work developed by the YAB and its related subgroup the Youth Investigator Network. These young people continue to

- advise and encourage heritage sector partners to radically rethink strategies
- shape strategies for corporate and private companies
- advise national charities about how to engage diverse young people
- undertake research in specialist areas affecting young people from black and minoritized communities.
- Successfully migrate to red brick and international universities

Voyage is particularly proud to be supporting the Museum of the Home remove its statue of Sir Robert Geoffrey and tell the full story about his connections with the transatlantic slave trade. Voyage believes this work will not only shape and influence the work of other museums and help uncover similar challenges it will help reconnect black and diverse communities to the heritage sector more sustainably for the first time.

Looking ahead

Voyage remains cautious about planning work in new parts on London against the backdrop of the cost of living crisis so it must continue to use its current delivery plans to test ideas for expansion whilst keeping its overhead costs down. Working across a number of locations is already possible due to wider team of tutors however, Voyage must continue to assess risks expanding to areas and its potential impact on travel for its young people and the short term nature of free and subsidised commitments. Voyage continues to be excited about 2022/23 as it will be the year Voyage launch its new look website developed by Made Thought and Voyage's revised marketing brochures, posters and flyers. These communication tools will assist the sign up and reconnections with secondary schools assisting a more robust recruitment drive for its Young Leaders courses starting in Easter 2023. This will also assist the expansion of Voyage's profile and reputation.

The new course will test new relations with **Outward Bounds** and **PGL Activity Centres**, involvement from our community safety and sustainability partners and introducing opportunities for young people to undertake **volunteering** and a greater appreciation for the outdoors. This will be supported by offering access to extracurricular support, homework clubs and access to mentors and sign posting for more urgent needs.

Voyage looks forward to the next steps of the **Robert Geoffrey Statue Project** through the appointment of an interpretative artist and hearing how the local authority and government respond to the planning submission shaped by Voyage's graduates. This work is being lauded and praised in national circles and is now assisting the Museum of the Home with its strategic positioning as an exemplary Museum promoting diversity. And at the same challenging notions of heritage and museum sectors exclusivity. Read more [here](#)

Voyage is keen to raise its profile in the environmental sector and get its name more associated with sustainability and in particular represent the voices of black and global majority communities. As part of this Voyage is considering the idea of producing Hackney's first **Green Careers Fair**. It is understood this event over a weekend can pool its amazing array of partners and present a more refreshed look of the sector and begin to change its perception. The Green Careers Fair will showcase Voyage's unique perspective on the environment and use the event to cement long term relations with newfound green partners and generate awareness of its work with young people.

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Report of the Trustees
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Looking ahead - continued

Voyage is excited about supporting two research projects and is looking forward to sharing the impact of **Behaviour codes and Policing** in secondary schools in May 2023. Voyage is proud this research project is youth lead and has been designed, developed and researched by Voyage graduates. This project is supported by an amazing academic researcher Michael Lomotey. Voyage is also working in partnership with the **East London Waterworks Park (ELWP)**. ELWP invited Voyage to appoint a team of graduates to shape inclusion and community engagement strategies for their amazing initiative in East Hackney. Voyage is excited about how these projects will go about influencing services and ensuring the needs black and diverse communities are carefully considered, understood and acted on.

Voyage looks forward to celebrating **Windrush 75 in 2023** and is planning to devise a number of celebratory projects in partnership with the Museum of the Home, the British Museum and the Victoria and Albert Museum. Voyage will work with its Youth Advisory Board to come up with some impactful ideas and explore way to reconnect with elders from Voyage's Windrush Elders Project in association with the African and Caribbean Leadership Centre (ACLC) in Haringey.

Voyage has been invited to consult on the **Centre for Alternative Technology (CAT)** capital expansion programme to influence and shape CAT's community engagement programme. Young people will be recruited from Voyage graduate pool to participate consultative work exploring how best it can share and tap the young peoples lived experience accessing nature and environmental spaces. Voyage anticipates this project will come online in May 2023.

Voyage is also proud to be supporting a specialist consultancy Hopkins Van Mill to run a series of public dialogues and consultations commissioned by the **Natural Environment Research Council (NERC)**. Voyage has been appointed to recruit graduates to support this research project to provide lived experience insights and contributions to this consultative programme. Voyage is keen to engage in programmes that seek the opinions of young black communities as these opportunities accelerate employability and campaigning skills whilst serving to enhance CVs and personal statements. This work is still in the final stages of conclusion and its hope to develop additional organisational exposure in the environmental sector.

Future Plans

Voyage aim to priorities the following areas to keep it on track for expansion and growth from 2023 and 2024 and continue to:

- Explore and test staffs ability to manage a number of satellite venues in order to segment services for different groups of young people
- Conclude its new website and assist a soft launch of Voyage in April 2023
- Finalise, conclude and adopt its new constitution and new terms of reference
- Adopt a new bank account that can support Voyage's growth and assist with overdraft and credit card facilities
- On board partners to support the boards specialist working groups on challenges facing the charity
- Conclude the development work fusing the board of Trustees and youth advisory
- Present outcomes of its research projects to better position Voyage's campaigning work
- Update work on its theory of change and progress this to level 3 impacts
- Continue to develop a year 4 mentoring scheme for graduates migrating to university
- Adopt London Living Wage Employer status
- Explore the development of a Green Careers Fair to position Voyage as a significant contributor to environmental sustainability.

Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Report of the Trustees
for the Year Ended 31st March 2022

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales, the Charities Act 2011, Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the board of trustees on 31st JANUARY 2023 and signed on its behalf by:

N S Marshall

.....
Nick Marshall - Trustee

Independent Examiner's Report to the Trustees of
Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

I report to the trustees on my examination of the financial statements of Voice of Youth and Genuine Empowerment (V.O.Y.A.G.E) ('the charity') for the year ended 31st March 2022 which comprise the Statement of Financial Activities, the Balance Sheet and related notes.

This report is made solely to the charity's trustees, as a body, in accordance with section 145 of the Charities Act 2011. My work has been undertaken so that I might state to the charity's trustees those matters I am required to state to them in this report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for my work, for this report, or for the opinions I have formed.

Responsibilities and basis of report

As the trustees of the charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's financial statements carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

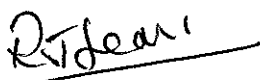
Since the Charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the Charities Act 2011. I can confirm that I am qualified to undertake the examination because I am a member of the ACCA.

An independent examination does not involve gathering all the evidence that would be required in an audit and consequently does not cover all the matters that an auditor considers in giving their opinion on the financial statements. The planning and conduct of an audit goes beyond the limited assurance that an independent examination can provide. Consequently I express no opinion as to whether the financial statements present a 'true and fair' view and my report is limited to those specific matters set out in the independent examiner's statement.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- accounting records were not kept in respect of the charity as required by section 130 of the Act; or
- the financial statements do not accord with those records; or
- the financial statements do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.



Ralph Sears, FCCA
Hentons
Chartered Accountants
Stag House
Old London Road
Hertford
Hertfordshire
SG13 7LA

Date: 31st JANUARY 2023

Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Statement of Financial Activities
for the Year Ended 31st March 2022

	Notes	Unrestricted fund £	Restricted funds £	31.3.22 Total funds £	31.3.21 Total funds £
INCOME AND ENDOWMENTS FROM					
Voluntary income	2	111,114	102,358	213,472	255,145
Other charitable activities	3	64,397	140,104	204,501	115,217
Other income		<u>83</u>	<u>-</u>	<u>83</u>	<u>71</u>
Total		<u>175,594</u>	<u>242,462</u>	<u>418,056</u>	<u>370,433</u>
 EXPENDITURE ON					
Cost of generating funds	4	24,933	-	24,933	29,365
Charitable activities	5				
Charitable activities		<u>134,401</u>	<u>169,651</u>	<u>304,052</u>	<u>206,773</u>
Total		<u>159,334</u>	<u>169,651</u>	<u>328,985</u>	<u>236,138</u>
 NET INCOME		 16,260	 72,811	 89,071	 134,295
 RECONCILIATION OF FUNDS					
Total funds brought forward		<u>172,271</u>	<u>20,832</u>	<u>193,103</u>	<u>58,808</u>
 TOTAL FUNDS CARRIED FORWARD		 <u>188,531</u>	 <u>93,643</u>	 <u>282,174</u>	 <u>193,103</u>

CONTINUING OPERATIONS

All income and expenditure has arisen from continuing activities.

The notes form part of these financial statements

Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Balance Sheet
31st March 2022

	Notes	Unrestricted fund £	Restricted funds £	31.3.22 Total funds £	31.3.21 Total funds £
FIXED ASSETS					
Tangible assets	11	14,400	-	14,400	10,838
CURRENT ASSETS					
Debtors	12	36,971	9,865	46,836	13,366
Cash at bank		<u>158,520</u>	<u>85,735</u>	<u>244,255</u>	<u>204,604</u>
		195,491	95,600	291,091	217,970
CREDITORS					
Amounts falling due within one year	13	(21,360)	(1,957)	(23,317)	(35,705)
NET CURRENT ASSETS		<u>174,131</u>	<u>93,643</u>	<u>267,774</u>	<u>182,265</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>188,531</u>	<u>93,643</u>	<u>282,174</u>	<u>193,103</u>
NET ASSETS		<u>188,531</u>	<u>93,643</u>	<u>282,174</u>	<u>193,103</u>
FUNDS	15				
Unrestricted funds				188,531	172,271
Restricted funds				<u>93,643</u>	<u>20,832</u>
TOTAL FUNDS				<u>282,174</u>	<u>193,103</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 31st JANUARY 2023 and were signed on its behalf by:

N S Marshall
Nick Marshall - Trustee

Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Notes to the Financial Statements
for the Year Ended 31st March 2022

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements have been prepared in accordance with the second edition of the Charities Statement of Recommended Practice issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

The Charity constitutes a public entity as defined by FRS102.

The financial statements have been prepared in sterling which is the functional currency of the charity under the historical cost convention.

Going Concern

At the time of approving the financial statements the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees have adopted the going concern basis for the preparation of the financial statements.

On the date of these financial statements' approval, there is great uncertainty surrounding the global economy, the impact of the Coronavirus pandemic and the conflict in Ukraine. The trustees consider the charity to be sufficiently robust that its operations will not be significantly affected by the continued uncertainty of these events. The trustees are continuously monitoring the charity's income and cost base for any adverse movements in value and costs and will take action wherever necessary to protect the charity's stakeholders interests should the period of uncertainty continue for longer than expected.

Critical accounting judgements and key sources of estimation uncertainty

The preparation of financial statements requires management to make judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on a continuing basis. Revisions to accounting estimates are recognised in the year in which the estimate is revised if the revision affects only year, or in the year of the revision and future years if the revision affects both current and future years.

The Trustees consider that there are no significant judgements or estimates in the preparation of these financial statements.

Incoming resources

All income is recognised once the charity has entitlement to the income, there is sufficient certainty or receipt and so it is probable that the income will be received, and the amount of income receivable can be measured reliably.

Donations and grants are recognised when they have been communicated as receivable in writing with notification of both the amount and settlement date. In the event that a either type of income is subject to conditions that require a level of performance before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that those conditions will be fulfilled in the reporting period.

Interest on funds held on deposit is included upon notification of the interest paid or payable by the Bank.

Government Grants

Grants received via the UK Government's 'Job retention scheme' are recognised at the transaction's fair value on an accruals basis and are recorded as income within the statement of financial activity (SOFA) in the period to which the underlying staff costs relate.

Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Notes to the Financial Statements - continued
for the Year Ended 31st March 2022

1. ACCOUNTING POLICIES - continued

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Plant and machinery	- 20% on reducing balance
Fixtures and fittings	- 20% on reducing balance
Computer equipment	- 33% on reducing balance
Website and Database	- 20% on cost

Impairment of fixed assets

At each reporting end date, the Charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discount due.

Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments that are readily convertible to known amounts of cash and are subject to an insignificant risk to changes in value.

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost using the effective interest method.

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Notes to the Financial Statements - continued
for the Year Ended 31st March 2022

1. ACCOUNTING POLICIES - continued

Foreign currencies

Monetary assets and liabilities in foreign currencies are translated into sterling at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are translated into sterling at the rate of exchange ruling at the date of transaction. Exchange differences are taken into account in arriving at the operating result.

Irrecoverable vat

Irrecoverable VAT is charged against the expenditure heading for which it was incurred.

2. VOLUNTARY INCOME

	31.3.22	31.3.21
	£	£
Donations	213,472	228,882
Government grants received	<u>-</u>	<u>26,263</u>
	<u>213,472</u>	<u>255,145</u>

3. OTHER CHARITABLE ACTIVITIES

	31.3.22	31.3.21
	£	£
Fundraising events	129,204	52,392
Grants receivable	<u>75,297</u>	<u>62,825</u>
	<u>204,501</u>	<u>115,217</u>

4. COST OF GENERATING FUNDS

Raising donations and legacies

	31.3.22	31.3.21
	£	£
Staff costs	13,789	18,816
Rent and rates	6,005	4,046
Fundraising costs	4,008	3,207
Website, IT and stationery	<u>621</u>	<u>3,296</u>
	<u>24,423</u>	<u>29,365</u>

Other trading activities

	31.3.22	31.3.21
	£	£
Depreciation	<u>510</u>	<u>-</u>
	<u>24,933</u>	<u>29,365</u>

Aggregate amounts

Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Notes to the Financial Statements - continued
for the Year Ended 31st March 2022

5. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 6) £	Support costs (see note 7) £	Totals £
Charitable activities	<u>276,398</u>	<u>27,654</u>	<u>304,052</u>

6. DIRECT COSTS OF CHARITABLE ACTIVITIES

	31.3.22 £	31.3.21 £
Staff costs	148,285	59,881
Rent and rates	9,301	4,615
Telephone	618	560
Postage and stationery	495	1,647
Tutors	93,578	45,403
Project costs	-	46,959
Catering	5,240	5,388
Travel and accommodation	13,356	90
Residential	-	2,149
Admin	44	-
Volunteer	2,404	-
Foreign exchange losses	-	188
Staff training	948	-
Depreciation	<u>2,129</u>	<u>635</u>
	<u>276,398</u>	<u>167,515</u>

7. SUPPORT COSTS

	Other £	Governance costs £	Totals £
Charitable activities	<u>23,484</u>	<u>4,170</u>	<u>27,654</u>

Support costs, included in the above, are as follows:

Other

	31.3.22 Charitable activities £	31.3.21 Total activities £
Wages and related costs	7,041	10,596
Telephone	371	560
Postage	-	1,271
Rent and rates	12,011	12,139
Office repairs and maintenance	-	1,130
Website IT and advertising	-	4,439
Bank charges and interest	137	68
Printing	371	3,528
Insurance	476	593
Staff training	<u>948</u>	<u>879</u>
Carried forward	21,355	35,203

Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Notes to the Financial Statements - continued
for the Year Ended 31st March 2022

7. SUPPORT COSTS - continued

Other - continued

	31.3.22	31.3.21
	Charitable	Total
	activities	activities
	£	£
Brought forward	21,355	35,203
Depreciation of tangible fixed assets	<u>2,129</u>	<u>635</u>
	<u>23,484</u>	<u>35,838</u>

Governance costs

	31.3.22	31.3.21
	Charitable	Total
	activities	activities
	£	£
Independent examination fees	4,000	3,420
Depreciation of tangible fixed assets	<u>170</u>	<u>-</u>
	<u>4,170</u>	<u>3,420</u>

8. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2021 nor for the year ended 31 March 2020.

Trustees' expenses

Trustees expenses charged in the year ended 31 March 2021 amounted to £nil (2020 - £nil).

9. STAFF COSTS

Staff costs were as follows:

	31.3.22	31.3.21
	£	£
Salaries and wages	152,048	84,322
Social security	13,119	3,046
Pension	<u>3,948</u>	<u>1,925</u>
	<u>169,116</u>	<u>89,293</u>

The average monthly number of employees during the year was as follows:

	31.3.22	31.3.21
Administration and fundraising	2	2
Project officer	<u>4</u>	<u>2</u>
	<u>6</u>	<u>4</u>

No employees received emoluments in excess of £60,000.

Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Notes to the Financial Statements - continued
for the Year Ended 31st March 2022

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Voluntary income	203,578	51,567	255,145
Other charitable activities	27,934	87,283	115,217
Other income	<u>71</u>	<u>-</u>	<u>71</u>
Total	<u>231,583</u>	<u>138,850</u>	<u>370,433</u>
EXPENDITURE ON			
Cost of generating funds	29,365	-	29,365
Charitable activities			
Charitable activities	<u>58,995</u>	<u>147,778</u>	<u>206,773</u>
Total	<u>88,360</u>	<u>147,778</u>	<u>236,138</u>
NET INCOME/(EXPENDITURE)	143,223	(8,928)	134,295
RECONCILIATION OF FUNDS			
Total funds brought forward	<u>29,048</u>	<u>29,760</u>	<u>58,808</u>
TOTAL FUNDS CARRIED FORWARD	<u>172,271</u>	<u>20,832</u>	<u>193,103</u>

11. TANGIBLE FIXED ASSETS

	Plant and machinery £	Fixtures and fittings £	Website and Data Base £	Computer equipment £	Totals £
COST					
At 1st April 2021	10,980	1,992	-	12,523	25,495
Additions	<u>-</u>	<u>-</u>	<u>8,500</u>	<u>-</u>	<u>8,500</u>
At 31st March 2022	<u>10,980</u>	<u>1,992</u>	<u>8,500</u>	<u>12,523</u>	<u>33,995</u>
DEPRECIATION					
At 1st April 2021	9,578	785	-	4,294	14,657
Charge for year	<u>280</u>	<u>242</u>	<u>1,700</u>	<u>2,716</u>	<u>4,938</u>
At 31st March 2022	<u>9,858</u>	<u>1,027</u>	<u>1,700</u>	<u>7,010</u>	<u>19,595</u>
NET BOOK VALUE					
At 31st March 2022	<u>1,122</u>	<u>965</u>	<u>6,800</u>	<u>5,513</u>	<u>14,400</u>
At 31st March 2021	<u>1,402</u>	<u>1,207</u>	<u>-</u>	<u>8,229</u>	<u>10,838</u>

Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Notes to the Financial Statements - continued
for the Year Ended 31st March 2022

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR	31.3.22	31.3.21
	£	£
Trade debtors	43,895	200
Other debtors	<u>2,941</u>	<u>13,166</u>
	<u>46,836</u>	<u>13,366</u>
 13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR	 31.3.22	 31.3.21
	£	£
Trade creditors	13,582	27,280
Other creditors	4,177	4,925
Accruals and deferred income	<u>5,558</u>	<u>3,500</u>
	<u>23,317</u>	<u>35,705</u>

Deferred income

The charity has received income from a number of benefactors who have stipulated that the funds are provided on the condition that they are used over a specified period of time.

Grants and donations received which have these conditions attached are held as deferred income until the charity has met the criteria, at which point it is then entitled to recognise this money as income received in the statement of financial activity (SOFA).

The movement on deferred income was as follows:

	31.3.22	31.3.21
	£	£
Brought forward as at 1st April	-	8,200
Deferred income recognised	-	-
Deferred income released	<u>-</u>	<u>(8,200)</u>
Balance carried forward as at 31st March	<u>-</u>	<u>-</u>

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Notes to the Financial Statements - continued
for the Year Ended 31st March 2022

14. MOVEMENT IN FUNDS

	At 1.4.21 £	Net movement in funds £	At 31.3.21 £
Unrestricted funds			
General fund	172,271	16,260	188,531
Restricted funds			
YLFC - Young Leaders for Safer Cities	(9,727)	9,727	-
SHLA - South Hackney Leadership			
Academy	10,573	(10,573)	-
Horizon Plus	(488)	488	-
Luton Project	99	(99)	-
Erasmus project	663	(663)	-
Street doctor	3,710	(3,710)	-
Digitisation	26,991	(26,991)	-
Blackmen 4 Change	1,638	(1,638)	-
Race 4 Nature - Kickstart	(12,627)	25,535	12,908
Young Leaders For Sustainable Cities	-	80,735	80,735
	<u>20,832</u>	<u>72,811</u>	<u>93,643</u>
TOTAL FUNDS	<u>193,103</u>	<u>89,071</u>	<u>282,174</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	175,594	(159,334)	16,260
Restricted funds			
YLFC - Young Leaders for Safer Cities	9,727	-	9,727
SHLA - South Hackney Leadership			
Academy	-	(10,573)	(10,573)
Horizon Plus	488	-	488
Luton Project	-	(99)	(99)
Erasmus project	-	(663)	(663)
Street Doctor	-	(3,710)	(3,710)
Digitisation	-	(26,991)	(26,991)
Blackmen 4 Change	-	(1,638)	(1,638)
Race 4 Nature Kickstart	87,861	(62,326)	25,535
Young Leaders For Sustainable Cities	144,386	(63,651)	80,735
	<u>242,462</u>	<u>(169,651)</u>	<u>72,811</u>
TOTAL FUNDS	<u>418,056</u>	<u>(328,985)</u>	<u>89,071</u>

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Notes to the Financial Statements - continued
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14. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.20 £	Net movement in funds £	At 31.3.21 £
Unrestricted funds			
General fund	29,048	143,223	172,271
Restricted funds			
YLFC - Young Leaders for Safer Cities	(14,840)	5,113	(9,727)
SHLA - South Hackney Leadership Academy	(5,766)	16,339	10,573
Horizon Plus	31,680	(32,168)	(488)
Luton Project	99	-	99
Erasmus project	14,877	(14,214)	663
Street doctor	3,710	-	3,710
Digitisation	-	26,991	26,991
Blackmen 4 Change	-	1,638	1,638
Race 4 Nature Kickstart	-	(12,627)	(12,627)
	<u>29,760</u>	<u>(8,928)</u>	<u>20,832</u>
TOTAL FUNDS	<u>58,808</u>	<u>134,295</u>	<u>193,103</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	231,583	(88,360)	143,223
Restricted funds			
YLFC - Young Leaders for Safer Cities	10,000	(4,887)	5,113
SHLA - South Hackney Leadership Academy	28,350	(12,011)	16,339
Horizon Plus	-	(32,168)	(32,168)
Erasmus project	7,412	(21,626)	(14,214)
Digitisation	79,792	(52,801)	26,991
Blackmen 4 Change	13,296	(11,658)	1,638
Race 4 Nature	-	(8,547)	(8,547)
Kick Start Project	-	(4,080)	(4,080)
	<u>138,850</u>	<u>(147,778)</u>	<u>(8,928)</u>
TOTAL FUNDS	<u>370,433</u>	<u>(236,138)</u>	<u>134,295</u>

15. RELATED PARTY DISCLOSURES

During the previous year the charity advanced £12,000 to a member of its Key Management Personnel with £1,000 being repaid within the year leaving a balance owing to the charity of £11,000 as at 31st March 2021 which was fully repaid during the year ended 31st March 2022.

There were no other related party transactions for the year ended 31st March 2022.

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Notes to the Financial Statements - continued
for the Year Ended 31st March 2022

16. FUNDS

YLFSC (Young leaders for Safer Cities) - BTEC course level 2 qualification focused on personal development, community leadership and crime related issues.

SHLA (South Hackney Leadership Academy) - is an inspired leadership academy to provide a powerful framework designed to encourage educational and career progression, build skills and raise confidence in graduates of YLFSC programme.

Horizons Plus - is a dynamic and challenging reoffending programme that combines our innovative therapeutic sessions alongside an evolving byte size accredited work based learning course designed to transform offending.

Luton Project - is a commission by the Tutu Foundation to produce a Knife Crime resource pack for Luton Borough Council.

Street Doctors - Stepwise project is a structured partnership project with the local Hackney based reduction violence partner Street Doctors. This project targets at risk young people and provides a mix of highly structured workshops teaching first aid, peer to peer teaching skills and delivered through supported mentoring, visits to places of interest and advice with career development.

Climb Over - Is a unique two-year EU Erasmus Funded programme which facilitates the partnership between Voyage London, Brodoto in Croatia and Active Youth in Lithuania. The two-year programme explores the barriers to career development and employment for young people with criminal justice backgrounds. The project facilitates professional dialogue, exchange visits between our staff, young people and the wider circle of Hackney based youth organisations.

Voyage Digitisation - Voyage's new digital strategy represents a significant overhaul of our approach to service delivery, which comes as a direct response to the impact of COVID19. Voyage adopted these strategies so that contact, communication and engagement can be delivered online, helping us work with more young people and more companies hoping to join our ranks. The new digital platform allows for the seamless embedding of forms for data collection used to monitor access numbers, learning and session improvements and to facilitate the well-timed delivery of questionnaires designed to capture the empowerment distance our young people travel.

Race for Nature -Kickstart- Kickstart is a government initiative which is aimed at 16-24 year olds claiming Universal Credit. The programme provides them with the opportunity to get a six-month job with a local employer through the Kickstart Scheme. Kickstart jobs are partly funded by the Government to offer exciting opportunities for young people to gain valuable work experience.

Black Men 4 Change - is a year long funded programme from the Violence reduction Unit providing a robust programme of workshops designed to encourage young people discuss and explore the impacts on their mental health. This project led to young people becoming peer leaders for our wider community programme.

Young Leaders For Sustainable Cities (YLFSC) - The Young Leaders for Sustainable Cities course will equip black and diverse young people (14 years) with the knowledge, skills and opportunities to overcome challenges and access related to environmental issues and injustice.

Voyage young leaders will be empowered to challenge their own perception of the environment sector and learn how black and disadvantaged communities in society and around the world are disproportionately affected by issues such as climate change, air pollution and a lack of access to green space. Voyage will encourage students to learn collegially in this dynamic leadership programme delivered by black tutors with lived experience as well as experience in delivering programmes using cognitive behavioural methodology. Environmental sector representatives will be invited to share insights and facilitate unique access to the sectors growing employment opportunities. Active and immersive learning, mentoring and work experience opportunities will empower young people to become green leaders in their communities and encourage their peers to do the same.

In the long term, the course aims to address the lack of representation in the environment sector, which is only 3.1% non-white in the UK, as well as changing the current state of nature and the local and global impacts environmental degradation and climate change has on black lives.

Further details regarding the Funds are included in the report of the Trustees.